

### **Proof of Social and Economic Disadvantage**

For each “yes” answer to questions 2-30, please provide a narrative explanation at question 31. For each “yes” answer to questions 32-42, please provide a narrative explanation at question 43. For all “yes” answers, please provide supporting documentation.

1. Please select all perceived rejection reasons:  
☐ Ethnic Origin  
☐ Gender  
☐ Disability  
☐ Race  
☐ Residence  
☐ Other, please specify \_\_\_\_\_
2. Have you ever been denied admission to any school, college or university based upon different criteria than were required of equivalently qualified individuals that negatively affected your entry or advancement in the business world?  
Yes \_\_\_\_\_ No \_\_\_\_\_
3. Have you ever been excluded from membership in any educational clubs, fraternities or professional organizations that negatively affected your entry or advancement in the business world?  
Yes \_\_\_\_\_ No \_\_\_\_\_
4. Did the school, college or university that you attended seriously lack qualified teachers, staff, facilities or equipment to the extent that it had a negative effect on the quality of your education?  
Yes \_\_\_\_\_ No \_\_\_\_\_
5. Have you ever been denied a scholastic honor or recognition for reasons that were different than those provided to other equivalently qualified individuals and which negatively affected your entry or advancement in the business world?  
Yes \_\_\_\_\_ No \_\_\_\_\_
6. Have you ever been denied a scholarship or other forms of financial support required to finance your education for reasons that were different than those provided to the other equivalently qualified individuals and which negatively affected your entry or advancement in the business world?  
Yes \_\_\_\_\_ No \_\_\_\_\_
7. Have you ever been channeled into a specific “learning track” for reasons that were different than those provided to the other equivalently qualified individuals and which negatively affected your entry or advancement in the business world?  
Yes \_\_\_\_\_ No \_\_\_\_\_

8. Have you been denied attendance or admission to any school, college or university because of your long-term residence in a community isolated from the mainstream of American society?  
Yes \_\_\_\_\_ No \_\_\_\_\_
9. Have you ever been denied professional training in your work that has impaired your entry or advancement in your professional career?  
Yes \_\_\_\_\_ No \_\_\_\_\_
10. Have you ever been subjected to harassment in your educational environment that negatively affected your learning and entry or advancement in the business world?  
Yes \_\_\_\_\_ No \_\_\_\_\_
11. Have you ever been subjected to social pressures that have discouraged you from pursuing professional or higher education or selected career fields that would naturally prepare you for business ownership that negatively affected your learning and entry or advancement in the business world?  
Yes \_\_\_\_\_ No \_\_\_\_\_
12. Have you ever been denied access to mentoring, on-the-job training, apprenticeships, etc. required to gain the necessary skills to advance in your field that negatively affected your learning and entry or advancement in the business world?  
Yes \_\_\_\_\_ No \_\_\_\_\_
13. Have you ever been subjected to significant variations in salary and/or fringe benefits from those of your equally qualified contemporaries that negatively affected your learning and entry or advancement in the business world?  
Yes \_\_\_\_\_ No \_\_\_\_\_
14. Have you ever been denied salary increases, bonuses or commissions for reasons that were different than those required of other equivalently qualified individuals which negatively affected your entry or advancement in the business world?  
Yes \_\_\_\_\_ No \_\_\_\_\_
15. Have you ever experienced low income status for reasons that were different than those required of other equivalently qualified individuals and which negatively affected your entry or advancement in the business world?  
Yes \_\_\_\_\_ No \_\_\_\_\_
16. Have you ever been terminated for reasons that were different than those required of other equivalently qualified individuals and which negatively affected your entry or advancement in the business world?  
Yes \_\_\_\_\_ No \_\_\_\_\_

17. Have you ever been subjected to harassment in your work environment such that it negatively affected your job performance and your entry or advancement in the business world?  
Yes \_\_\_\_\_ No \_\_\_\_\_
18. Have you experienced a “glass ceiling” for reasons that were different than those required of other equivalently qualified individuals that kept you from advancing into management positions?  
Yes \_\_\_\_\_ No \_\_\_\_\_
19. Have you ever been excluded from participation in company groups or functions for reasons that were different from other similarly situated individuals that negatively affected your entry or advancement in the business world?  
Yes \_\_\_\_\_ No \_\_\_\_\_
20. Have you ever been denied employment opportunities for reasons different than those applied to other non-socially disadvantaged individuals?  
Yes \_\_\_\_\_ No \_\_\_\_\_
21. Have you ever been denied access to contract bidding opportunities for reasons that were different than those required of other equivalently qualified individuals and which negatively affected your entry or advancement in the business world?  
Yes \_\_\_\_\_ No \_\_\_\_\_
22. Have you ever been unfairly denied the award of a contract for reasons that were different than those required of other equivalently qualified individuals and which negatively affected your entry or advancement in the business world?  
Yes \_\_\_\_\_ No \_\_\_\_\_
23. Have you ever been kept from joining in teaming or subcontracting relationships for reasons that were different than those required of other equivalently qualified individuals and which negatively affected your entry or advancement in the business world?  
Yes \_\_\_\_\_ No \_\_\_\_\_
24. Have you ever been subjected to negotiations regarding issues that were different than those required of other equivalently qualified individuals and which negatively affected your entry or advancement in the business world?  
Yes \_\_\_\_\_ No \_\_\_\_\_
25. Have you ever been systematically excluded from access to facilities where business is normally conducted for reasons that were different than those required of other equivalently qualified individuals which negatively affected your entry or advancement in the business world?  
Yes \_\_\_\_\_ No \_\_\_\_\_

26. Have you ever been unfairly excluded from participation in professional or business groups for reasons that were different than those required of other equivalently qualified individuals and which negatively affected your entry or advancement in the business world?  
Yes \_\_\_\_\_ No \_\_\_\_\_
27. Have you or your company been negatively characterized for unsatisfactory past performance for reasons that were different than those required of other equivalently qualified individuals and which negatively affected your entry or advancement in the business world?  
Yes \_\_\_\_\_ No \_\_\_\_\_
28. Have you been denied access to private-sector or government decision makers, contacting officers or buyers for reasons that were different than those required of other equivalently qualified individuals and which negatively affected your entry or advancement in the business world?  
Yes \_\_\_\_\_ No \_\_\_\_\_
29. Have you ever been denied access to the capital or credit necessary to operate and grow your business for reasons that were different than those required of other equivalently qualified individuals and which negatively affected your entry or advancement in the business world?  
Yes \_\_\_\_\_ No \_\_\_\_\_
30. Have you ever been denied bonding, licenses or leases necessary to operate and grow your business for reasons that were different than those required of other equivalently qualified individuals and which negatively affected your entry or advancement in the business world?  
Yes \_\_\_\_\_ No \_\_\_\_\_
31. For each question 2-30 where you answered "yes," please complete the following statement in your own words. Please be as specific as possible and provide supporting documentation:

I have personally experienced the following specific, chronic and significant instances of social disadvantage because of the reasons identified in question 1, which negatively affected my entry or advancement into the business world. These instances are referenced in question(s): \_\_\_\_\_.

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If there is a ruling by a court or administrative board that determined you were the victim of discrimination in these experiences, please attach a copy of each judgment or order to this questionnaire.

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35. Have you or your company ever been denied a license required by you to conduct business based on criteria that were less favorable than required of other similar companies who are not socially and economically disadvantaged?  
Yes \_\_\_\_\_ No \_\_\_\_\_
36. Have you or your company ever had a necessary license revoked based on criteria that were less favorable than required of other similar companies who are not socially and economically disadvantaged?  
Yes \_\_\_\_\_ No \_\_\_\_\_
37. Has your company ever been denied a real or tangible property lease based on criteria that were less favorable than required of other similar companies who are not socially and economically disadvantaged?  
Yes \_\_\_\_\_ No \_\_\_\_\_
38. Were the terms of your leases less favorable than those received by similar companies who are not socially and economically disadvantaged?  
Yes \_\_\_\_\_ No \_\_\_\_\_
39. Have you or your company ever been denied access to a client or to bidding on a contract opportunity based on criteria that were less favorable than required of other similar companies who are not socially and economically disadvantaged?  
Yes \_\_\_\_\_ No \_\_\_\_\_
40. Has your firm ever been rejected for a business opportunity on terms that were different than those provided to other similar firms that were not socially and economically disadvantaged?  
Yes \_\_\_\_\_ No \_\_\_\_\_
41. Have you ever been denied employment or advancement opportunities for reasons that were less favorable than required of equivalently qualified individuals that negatively impacted your economic situation?  
Yes \_\_\_\_\_ No \_\_\_\_\_
42. Have you ever been discharged, fired or down-sized on terms that were different than those provided to other equivalently qualified individuals?  
Yes \_\_\_\_\_ No \_\_\_\_\_
43. For each question 32-42 where you answered "yes," please complete the following statement in your own words. Please be as specific as possible and provide supporting documentation:

I and/or my company have experienced the following specific, chronic and significant instances of economic disadvantage because of the reasons identified in question 1. This experience is different from companies that are not socially and economically

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